P. 13E

App. F. IX-4

1928-29
(C.R.B.)

File No. 35-28

Previous Refere.

Serial No.

Later References

Preserve
1.9.45

General and Revenue Secretariat.

Serial Nos.

Part B for July 1929.

SUBJECT

G.O. No. 9158-9207/C.R.B. 35-28-1 d/ 1st June 1929

Issues modified instructions regarding the readvertisement of temporary vacancies as fresh vacancies when they become permanent.

(6

D. 3221
C.R.B

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

13) The enclosed note on the subject of a revision of a scale of emoluments is herewith sub.d for favour of consideration & orders

Chief Secy

VJ 30/3

A.S., 14) Please speak to me

RB 4/4/29

15) Chief Secretary's instructions:—

May be put up after a decision is reached in the allied case ˣ of confirming B.G. candidates of Lower Secondary qualification appointed before 1st January 1929.

8/4/29

x D.2900 of 1928-29

Sns E

9.4.29

16) Subd. This note was also placed before the C.R.B. and the resolution passed at the meeting held on 11-4-? is put up.

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

3221 (7

App. F. III—2]

General and Revenue
Secretariat

C.R.B. File No

of 1928

Serial No.

DEWAN'S OFFICE
26 MAY 1929
No. 5468

17) The following resolution was passed at the meeting of the C.R.B. which was held on 15th April 1929:-

18) Subject No. 7.

Note by the Secretary, Central Recruitment Board about modifying the existing rule contained in Government Order No.E.5204-261/C.R.B.7-25-5, dated 18th March 1926 that vacancies advertised as temporary should be readvertised when the vacancies become permanent.

Resolution :--

19) Vacancies advertised as temporary at first should be advertised as fresh vacancies if they eventually become permanent, unless candidates of Backward Communities recruited under the rules of recruitment are already appointed in such vacancies in which case the candidates of Backward Communities acting in such vacancies may be confirmed in the vacancies that have become permanent.

20) Subd. with a draft G.O.

10.5.29

21) Draft may be revised omitting the lengthy preamble and bringing the whole thing into the order portion

13/5/29

22) Draft as required above is subd. for approval.

21.5.29

3rd Member)

22/5/29

12464
23/5

23) Please submit to Dewan

24/5/29

26-5-29

DEWAN'S OFFICE
27 MAY 1929
No.

28/5/29

24) Issue

28/5/29

NOTE—Contn. sheet

WD 021—GPB—30,000—21-8-28

8

General and Revenue
Secretariat

C.R.B File No 35

App. F. III—2]
of 1928

Serial No.
1

To The Heads of Depts
The Secys to Govt
The Dy. Commrs. of Dists
The Registrar, Chief Court
The Presidents of Municipalities & Local Boards
The Other Unit Officers
The Secy. C. R. B

G.O. no. 9158-7407 d/ 1.6.29
Issues modified instructions regarding the Re-advertisement of temporary vacancies.

Re-submitted for orders as to whether these papers may now be recorded or whether any further action is to be taken with refce to the note of 30.3.29 by Mr M. J. Shariff - late Secy, CRB

1.7.29

B ~~Rec~~

O.K.
30.6.29

1/7/29

+ Hfg D

No further action

Secy
1/7/29

B Rec
1/7

Note—Contn. sheet

WD 021—GPB—30,000—21-8-28

1

1) In my general note I have stated while examining the various causes of the candidates of backward communities not having been recruited to the expected extent, that the very complexity of the rules acted in the way of the absorption of many officials of backward communities. It is proposed to examine one such rule here.

2) The rules now require that whenever a vacancy, which was at first temporary, becomes permanent it should be freshly advertised. In many cases, a vacancy always starts as a temporary vacancy and later becomes permanent. As many of the recruited candidates were not being confirmed in such permanent vacancies but other cases were dealt with in such cases, it was ordered by way of remedical measure, that permanent vacancies should be advertised afresh so that candidates of backward communities may be appointed in them. Similar is the case in which many men ~~were~~ are at first provisionally entertained.

3) The above remedy looks alright on paper but very little consideration is enough to convince that this remedy has been the greatest obstacle in the way of the absorption of many a deserving official who at first entered service in fond hopes. Now their position is hanging in the balance, many a man not knowing when he will have to go away, working on a hazardous terms and not participating in the benefit of Life Insurance scheme etc. Even our 'C' statements does not for this reason reflect quite the correct situation.

4) The rule referred to operates as'a hardship in the case of candidates of backward communities working in the vacancy for the following among other reasons:-

1) When a vacany is to be freshly advertised it often means that the candidate working in it cannot hope to get it as a matter of course and hence he will always be discouraged and anxious to apply for other vacancies and thus becomes a rolling stone.

2) It also deters him from wholeheartedly devoting himself to his work.

3) It unnecessarily duplicates the number of vacancies actually available for recruitment and is not a correct index of facts.

4) It will be quite possible for an unsympathetic officer to oust as many candidates of backward communities as he recruits and thus while anxious to get more men, the consideration of retaining the men already entertaind is lost sight of.

5) Under the new rules one temporary special vacancy may become a permanent general vacancy and a non-brahmin candidate will be thus thrown out.

6) A candidate working in a temporary vacancy does not have a reasonable expectation that in case he works well he will be continued and confirmed in the vacancy ~~and the position is not better than that of acting officials travelling around the officer who entertained them.~~

5) These are enough for the purposes of

of this note , though it is quite possible to enumerate a few more disadvantages.

6/ The existing situ~~a~~ation in District Revenue and other department establishments is as follows:-

7) Since the order on Miller Committee report and the rules of recruitment, a certain number of candidates have been entertained but no permanent lien is given to many of them. It has been customary to confirm long standing officials when permanent vacancies come to notice and such is invariably the case in all offices on the eve of a transfer. In most of these arrangements candidates recruited have benefitted very poorly and in ~~my~~ many other cases, though there may be permanent vacancies they are not availed of to confirm Central Recruitment Board candidates who are nobody's concern as they are sometimes regarded as unwelcome people forced on the office and hence quite a problem eists in the case of such people . The immensity of the implications of the problem , it is difficult to see at present, but it is bound to have a grave significanse to these fresh entrants at the time of their pension, etc., and by way of less than usual provision to them under Life Insurance scheme.

8) This problem is big enough and can be ~~mu~~ ~~much more~~ elaborated much more, but the above is sufficient to emphasise its importance.

9/ I wish to suggest the following for the consideration of Government and Central Recruitment Board which safeguards the interests

(4

of candidates of backward communities and avoids the above hardship:-

1) A statement of candidates entertained under the rules of recruitment in all departments and who are still without any substantive pay or confirmation may be obtained.

2) A list also of the existing permanat vacancies should be obtained.

3) The reasons for not confirming these people in the vacancies may be ascertaind . As a matter of fact I am aware of many cases in which permanent vacancies in which Central Recruitment Board men were entertained, were utilised otherwise and these people were thrown out.

4) Or if this line of inquiry suggested in (3) above is thought to be not worth the trouble, all such candidates as come under (1) should be ordered to be absorbed forthwith in all existing or prospective vacancies.

10) Many very hard cases as a result of the operation of this rule have come to my notice and then if the results obtained latterly have to be consolidated a relaxation of this rule in the case of candidates of backward communities is necessary, hence I suggest the following modification to the rule.

11) " All vacancies which were at first temporary should be advertised as fresh vacancies when they become permanent unless a candidate of back-

Is a temp vac which [illegible]

P.

Approved

If a [illegible] has been

Gt vacancy?

it shd be re-advertised

backward communities recruit~~t~~ed under the rules of recruitment is already working therein in which case , the vacancy should be made use of to confirm such a candidate and the fact reported to the Central Recruitment Board office citing for reference the particulars of advertised vacancy in which the ~~xxxxxxx~~ same candidate~~s~~ was first appointed. This concession will extend only to special vacancies."

12) If necessary the above discretion may be extended to the effect that any candidate of backward community who has first entered service through the Central Recruitment Board and who is unconfirmed may be confirmed in ~~the~~ any permanent vacancy suiting his qualifications and the fact reported to the Central Recruitment Board citing the vacancy in which the confirmed backward class candidate was first entertained.

30/3

Proceedings of the Government of
His Highness the Maharaja of Mysore

Order No :-- 9158-9407 / C. R. B. 35-28-
Dated 1st June 1929.

According to G.O.No.E.5204-261/ C.R.B.7-25-5, dated 18th March 1926, vacancies advertised as temporary at first and filled up by candidates applying for the same through the Central Recruitment Board are required to be re-advertised as fresh vacancies when they become permanent. This rule is said to be working as a hardship as the candidates already selected are liable to be thrown out of employment and fresh men may be selected when the vacancies become permanent.

The matter was considered by the Central Recruitment Board at their meeting held on the 15th April 1929 and it has been recommended by them that the existing rule should be modified with a view to safeguard the interests of candidates of Backward Communities taking up service in temporary vacancies.

Agreeing with the recommendation of the Central Recruitment Board, Government are pleased to direct in modification of the Government Order dated 18th March 1926, that vacancies advertised as temporary at first should be advertised as fresh vacancies if they eventually become permanent, unless candidates of backward communi-

communities recruited under the rules of recruitment are already appointed in such vacancies, in which case such candidates may be confirmed in the vacancies that have become permanent.

Chief Secretary to Govt.

To

The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Dists.
The Registrar, Chief Court.
The Presidents of Municipalities
and Local Boards.
The Other Unit Officers.
The Secretary, C.R.B.

30/5/49

S. O.

Government of his highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. 9158-9407.—C. R. B. 35-28-1, dated 1st June 1929.

Re-advertisement of Temporary Vacancies.

Issues modified instructions regarding the——.

ORDER No. 9158-9407—C. R. B. 35-28-1, DATED 1ST JUNE 1929.

According to Government Order No. E. 5204-261—C. R. B. 7-25-5, dated 18th March 1926, vacancies advertised as temporary at first and filled up by candidates applying for the same through the Central Recruitment Board are required to be re-advertised as fresh vacancies when they become permanent. This rule is said to be working as a hardship as the candidates already selected are liable to be thrown out of employment and fresh men may be selected when the vacancies become permanent.

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R. RANGA RAO,
Offg. *Chief Secretary to Government.*

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
The Registrar, Chief Court.
The Presidents of Municipalities and Local Boards.
The Other Unit Officers.
The Secretary, Central Recruitment Board.

Exd.—P. S. R. N.

W D 3353—GPB—575—11-6-29